

STAND UP FOR OUR RIGHTS: INVESTMENTS IN COMMUNITY CAREGIVING

The problem

Community care is one of the main sectors where women work in New Brunswick but is also where **wages are the lowest** and jobs are the **most undervalued**. Chronically underfunded, it struggles to recruit and retain staff.

Pay equity job evaluations revealed wage gaps of \$5,60 to \$13,89 per hour.

The solution

Investments to achieve pay equity.

CARE SECTOR SERVICES	CURRENT WAGES 2024	FAIR WAGES Indexed in 2024	WAGE GAP
Special care homes	\$19,38	\$25,89	\$6,51
Home care services	\$20,40	\$25,89	\$5,49
Community residences	\$22,05	\$29,75	\$7,70
Family support services (adults)	\$22,05	\$28,39	\$6,64
Family support services (children)	\$22,05	\$29,90	\$7,85
Employment and support services program	\$21.89	\$28,39	\$6,50
Transition houses	\$15.72	\$29,61	\$13,89



The care sector services meet the needs of the **most vulnerable**, including the elderly, children, the handicapped and those suffering from mental illness.

Care sector by the numbers:

11 000 +
employees

650 +
agencies and organizations

17 200 +
clients, annually



While care services are managed by the private sector, the government invests in wages and therefore can commit to achieving pay equity!

The government must:

- ▶ Develop and implement a plan to achieve pay equity in the entire sector;
- ▶ Ensure pay equity is maintained (every five years);
- ▶ Cover the cost of employee benefits (health insurance, paid sick leave, pension);
- ▶ Develop a more rigorous verification process and an effective complaint system for workers.

I CARE. DON'T YOU?